DOCUMENT RESUME

ED 265 897 JC 860 067

TITLE Faculty Salaries and Related Matters in the California Community Colleges, 1984-85. Commission Report 85-31.
INSTITUTION California State Postsecondary Education Commission, Sacramento.
PUB DATE 9 Sep 85
NOTE 16p.
PUB TYPE Reports - Descriptive (141) -- Statistical Data (110)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *College Faculty; *Community Colleges; *Faculty Workload; Full Time Faculty; Part Time Faculty; *School Policy; State Surveys; Teacher Employment Benefits; *Teacher Salaries; Two Year Colleges
IDENTIFIERS *California

ABSTRACT

Drawing from California's computerized Staff Data File, this report provides 1984-85 data on the number of full- and part-time faculty employed by each California community college district and their age, sex, ethnicity, teaching load, promotions, number of new hires and continuing faculty, salaries, and stipends and bonuses. The report focuses on average salaries; general faculty salary increases between 1982-83 and 1984-85; variation among districts in average faculty salary; annual stipends granted to full-time faculty; overload instruction; and numbers and proportions of full- and part-time faculty. Highlighted findings include the following: (1) in fall 1984, average faculty salary was $34,226, representing a 4.7% increase over 1983-84; (2) as of April 1, 1985, 20 of 72 districts were still engaged in faculty negotiations; (3) mean salaries ranged from a high of $37,979 in the Rio Hondo District to a low of $23,439 in the San Diego Adult District; (4) in fall 1984, 34.4% of all 72 districts' full-time faculty taught on an overload basis; and (5) between fall 1983 and fall 1984, the percentage of part-time faculty for all districts increased from 58.2% to 60.3%, and their percentage of total weekly faculty contract hours increased from 30.3 to 31.9. (EJV)

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FACULTY SALARIES AND RELATED MATTERS IN THE CALIFORNIA COMMUNITY COLLEGES 1984-85

CALIFORNIA POSTSECONDARY EDUCATION COMMISSION

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The Commission consists of 15 members. Nine represent the general public, with three each appointed by the Speaker of the Assembly, the Senate Rules Committee, and the Governor. The other six represent the major educational systems of the State.

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CALIFORNIA POSTSECONDARY EDUCATION COMMISSION
1020 Twelfth Street, Sacramento, California 95814

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INTRODUCTION

In February 1979, the Legislative Analyst recommended in his Analysis of the Budget for 1979-80 that the California Postsecondary Education Commission include information on California Community College faculty salaries in its annual faculty salary reports. The Commission first responded to this recommendation the following April. For two subsequent years, the Chancellor's Office of the Community Colleges reported faculty salaries and other data to the Commission for its report largely through desk calculator tabulations, but in 1981-82 the Chancellor initiated a computerized data collection system, the "Staff Data File," for this purpose. The 1982-83 report was delayed, however, when a fire destroyed many of the computer programs and equipment needed to generate the Data File.

The present report reflects the fourth annual use of the Staff Data File, which provides information on the number of full-time and part-time faculty employed by each district and their age, sex, ethnicity, teaching load, promotions, number of new hires and continuing faculty, salaries, and stipends or bonuses. It is a complex document not only because of these many categories of data but also because California's Community College districts vary widely in their administrative and salary policies regarding faculty. Each year, however, the Chancellor's Office is able to remove more "bugs" from the program, and as a result its data become more comprehensive and accurate. From the file, this report summarizes both salary and non-salary data, which were gathered from the Community Colleges in Fall 1984.

AVERAGE SALARIES

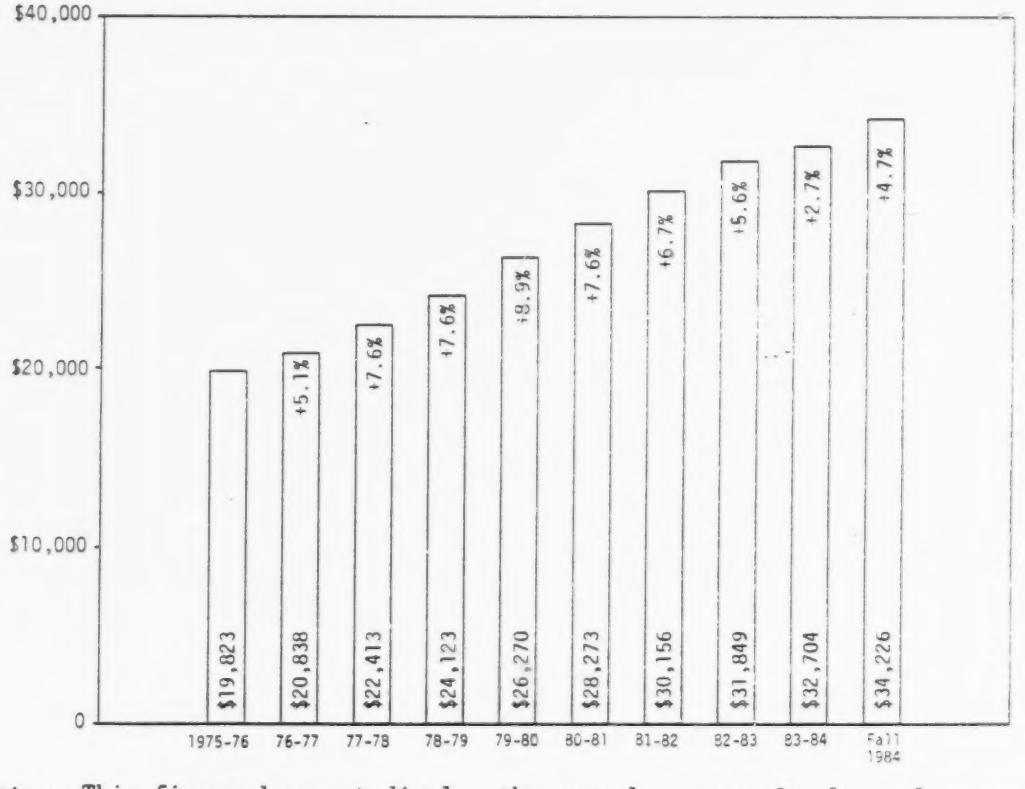
Salary information contained in the Staff Data File report reflects the dollar amount faculty were receiving at the time of data submission. At the time data were collected for this year's file, however, 38 districts were still in the process of negotiating faculty cost-of-living adjustments for the fiscal year 1984-85. This represented the second year when more than one-half of the districts had not resolved the issue of faculty salaries by the time they submitted staff data to the Chancellor's Office -- but a decline from the 42 that had not resolved the issue the previous year (Fall 1983).

In an effort to provide the Commission with an update on the Fall 1984 data, the Chancellor's Office mailed a brief questionnaire to the districts this past April 1 requesting the cost-of-living adjustment received by contract and regular faculty as of that date and, if off-schedule adjustments were made, their percentage change. The Chancellor's Office then calculated an approximate overall fiscal-year percentage change for those districts receiving an adjustment effective during the school year. Despite these efforts by the Chancellor's Office to provide the Commission with current data, the salary averages and other salary data presented here are those of Fall 1984, since step and class advancement data for faculty at colleges that had not

been effective by the Fall submission date were not included in the districts' responses to the April 1 questionnaire.

Figure 1 shows average faculty salaries in the Community Colleges, including stipends and bonuses, for full-time contract and regular faculty from 1975-76 to Fall 1984, together with the implied percentage increase over the previous year. It reflects general salary adjustments or COLAs for only 47.2 percent of all 72 district entries in Fall 1984. (The Staff Data File lists 72 rather than 70 district entries, since it counts the San Diego Adult and San Francisco Community College Centers as separate entries because their faculty are paid on a different basis than other faculty.)

FIGURE 1 Nine-Month and Twelve-Month Average Faculty Salaries, Including Stipends, California Community Colleges, 1975-76 Through Fall 1984.



Note: This figure does not display the actual average faculty salary or percentage salary increase for 1984-85 because 38 districts were still in salary negotiations at the time Fall 1984 data were collected. Since 1983-84, the data reflect salary increases that became effective after the fall collection of data.

Source: California Postsecondary Education Commission staff analysis of Staff Data File, Chancellor's Office, California Community Colleges.

GENERAL FACULTY SALARY INCREASES

As of April 1, 1985, 20 of the 72 districts were still engaged in faculty salary negotiations. Table 1 compares the results of the 1984-85 negotiations with those from the two prior years.

Several facts bear emphasis regarding this table:

1. Fiscal and enrollment uncertainties led to an unusually high number of districts still engaged in salary negotiations on April 1, 1985 -- 20 out of 72, compared to two in 1983-84 and none in 1982-83.

2. One Community College district had to negotiate a 5 percent decrease in average salaries in order to meet its financial commitments and remain in operation.

TABLE 1 Salary Increases Granted to Full-Time Community College Faculty as of April 1, 1982-83, 1983-84, and 1984-85

Range of Salary Increase[a]	1982-83			1983-84			1984-85		
	No.	%	Cummu-lative%	No.	%	Cummu-lative%	No.	%	Cummu-lative%
-7.4 to -5.0	0	0.0	0.0	1	1.4	1.4	1	1.9	1.9
-4.9 to -2.5	0	0.0	0.0	0	0.0	1.4	0	0.0	1.9
-2.4 to -0.1	0	0.0	0.0	0	0.0	1.4	0	0.0	1.9
0.0	27	37.5	37.5	20	28.6	30.0	2	3.9	5.8
0.1 to 2.4	5	7.0	44.5	13	18.6	48.6	2	3.9	9.7
2.5 to 4.9	16	22.2	66.7	19	27.1	75.7	17	32.7	42.4
5.0 to 7.4	15	20.8	87.5	13	18.6	94.3	21	40.3	82.7
7.5 to 9.9	5	7.0	94.5	3	4.3	98.6	7	13.4	96.1
10.0 to 12.4	4	5.5	100.0	1	1.4	100.0	2	3.9	100.0
In Negotiation[b]	0	--	--	2	--	--	20	--	--
(Median)		(3.1)			(2.6)			(5.5)	
TOTAL[c]	72	100.0	100.0	72	100.0	100.0	72	100.0	100.0

Source: Staff Data File, Chancellor's Office, California Community Colleges.

a. Excludes step and column advances for changes in employee experience and educational status.

b. In negotiation for faculty salaries as of April 1, and thus not included in percentage computations.

c. San Diego and San Francisco Community College Districts are counted as two entries since their adult center faculty are paid on a different basis than other faculty.

3. Two districts that had completed negotiations were unable to grant general faculty salary increases in 1984-85 beyond step or column advances on the salary schedule for changes in experience or educational status.

4. Two districts were able to grant 10 percent salary increases for 1984-85. One of these districts did not grant salary increases in 1982-83 or 1983-84. The other granted no increases in 1982-83 and only a 3 percent increase in 1983-84.

5. The median salary increase granted by those 52 districts that had completed negotiations for 1984-85 by April 1 was 5.5 percent.

6. The 5 percent increase granted by one district was in reality the restoration of a 5 percent decrease negotiated in 1983-84.

7. Salary increases granted by 14 districts were partially or wholly off schedule, which means that their entire amount does not become a permanent salary schedule adjustment.

8. The salary increases represent effective increases for the academic year, but 13 districts established a variety of effective dates for portions of the total increase granted.

9. Salary increases in one district are contingent on the balance of its budget on June 30, 1985.

10. Salary increases in one district will be granted only if it reaches its enrollment target.

The increasing uncertainty and inability of Community College districts to resolve negotiations on faculty salary in a timely manner bears out the April 30, 1984, statement of the Commission's Director that "Community College funding is the most troublesome higher education budget issue facing California." (1984a, p.1).

VARIATION AMONG DISTRICTS IN AVERAGE FACULTY SALARY

The wide variation in average faculty salaries for full-time faculty among Community College districts is demonstrated in Table 2, which provides an indication of the salary averages at the ten highest- and ten lowest-paying districts. Those districts marked with an asterisk were still engaged in salary negotiations in Fall 1984, yet the salary difference between the highest- and lowest-paying districts -- Rio Hondo and Palo Verde (excluding the adult centers) -- was substantial: $8,324 or 28.0 percent. Nevertheless, the gap has been narrowing in recent years -- from 42.6 percent in 1982-83 to 37.2 percent in 1983-84 and 28.0 percent in Fall 1984. Because eight of the ten lowest-paying districts were still in salary negotiations while six of the ten higher-paying districts had completed negotiations, the

1984-85 gap will narrow further as negotiations are completed by the lower-paying districts.

In previous reports on Community College faculty salaries, the Commission has observed that the higher-paying districts were located in suburban communities while the lower-paying districts were located in rural communities. Table 2 indicates, however, that this generalization is becoming blurred.

TABLE 2 Number and Average Salaries of Full-Time Faculty in the Ten Highest- and Ten Lowest-Paying Community College Districts, Fall 1984

District	Number of Full-Time Faculty	Mean Salary Fall 1984-85
Ten Highest Paying Districts		
Rio Hondo	160	$ 37,979
Contra Costa	367	37,929
*Saddleback	198	37,901
Cerritos	215	37,480
*El Camino	305	37,457
Santa Monica	192	37,231
Coast	555	37,114
Foothill	355	37,059
*West Kern	27	36,783
*San Joaquin Delta	204	36,556
Statewide	14,179	$ 34,226
Ten Lowest Paying Districts		
Compton	63	$ 30,805
*Imperial	65	30,224
*Peralta	378	30,124
*Mendocino	31	29,995
*Napa	90	29,879
*San Diego	390	29,826
*Gavilan	58	29,731
*Palo Verde	10	29,655
San Francisco Centers	214	28,584
*San Diego Adult	105	23,439

*At the time of submission of these data, the district was in the process of negotiating faculty salaries and final agreement had not been reached.

Source: California Postsecondary Education Commission staff analysis of Staff Data File, Chancellor's Office, California Community Colleges.

STIPENDS

All average salary data presented thus far in this report include salary plus stipends or salary augmentations. Forty-two Community College districts utilize stipends for full-time faculty who carry added responsibilities, possess special qualifications such as an earned doctorate from an accredited college or university, or have taught for many years. The Staff Data File shows the distribution and amount of stipends paid by each district. During Fall Term 1984, 1,168 faculty members, or 7.5 percent of all full-time faculty, received stipends, with the mean equal to $1,244 -- down $49 from Fall 1983. The range and distribution of these stipends are shown in Table 3. As can be seen, nearly one-half of the annual stipends are in the $400 to $1,200 range.

TABLE 3 Annual Stipends Granted to Full-Time Community College Faculty, Fall 1984

Amount Granted	Number of Faculty Receiving Stipends	Percent of Total Stipends
$ 1-$ 400	134.3	11.5%
401- 800	300.2	25.7
801- 1,200	276.8	23.7
1,201- 1,600	85.3	7.3
1,601- 2,000	126.1	10.8
2,001- 2,400	116.8	10.0
2,401- 2,800	84.1	7.2
2,801 or more	44.4	3.8
TOTAL	1,168	100.0%

Source: California Postsecondary Education Commission staff analysis of Staff Data File, Chancellor's Office, California Community Colleges.

OVERLOAD INSTRUCTION

The normal teaching load for full-time faculty in the Community Colleges is 15 weekly contact hours. Sixty-nine of the 72 Community College districts

compensate overload teaching assignments on an hourly rate, as do the University of California or the California State University for those who teach extension or continuing education courses. Three districts -- Barstow, Hartnell, and West Hills -- do not engage full time on an overload basis.

In Fall 1984, 34.4 percent of all 72 districts' full-time faculty taught on an overload basis and averaged 4.6 weekly faculty contact hours, for which the mean hourly compensation was $27.19. The 67 districts' overload compensation rates ranged from a high of $39.14 to a low of $13.19. The total overload instruction constituted approximately 10 percent of the total instructional load of full-time faculty, and overload earnings added an average of $4,503 to the full-time salaries of those faculty who participated.

FULL-TIME AND PART-TIME FACULTY

In last year's final annual report on faculty salaries, the Commission expressed its concern about the high proportion of Community College faculty who are employed on a part-time basis. As the Commission noted, part-time faculty can often bring special expertise to an academic program, but their extensive use raises questions about the adequacy of a "critical mass" of full-time faculty to maintain program integrity. Generally, part-time faculty do not participate in student counseling, curriculum development, or institutional governance, and they seldom hold office hours or established times for assisting students. Over-dependence on part-time faculty inevitably injures not only part-time faculty, but also their full-time colleagues and, most of all, the students.

The Legislature has also expressed concern about the increased proportion of part-time faculty employed by the Community Colleges. Despite these expressions of concern, however, the proportion of part-time faculty in the Community Colleges continues to increase. Table 4 shows the change that has taken place since last year. As it shows, the percentage of part-time faculty for all districts increased from 58.2 to 60.3, and their percentage of total weekly faculty contact hours increased from 30.3 to 31.9. The number of districts employing more than 60 percent of their faculty on a part-time basis increased from 36 to 41. The average compensation rate per weekly faculty contact hour for part-time faculty was $23.20 -- an increase of 79 cents per hour, or 3.5 percent, above that of the previous year, but $3.99 less than the Fall 1984 overload compensation rate of full-time faculty.

TABLE 4 Percentage of Part-Time Faculty and Teaching Loads of All Faculty in the Community Colleges, Fall 1983 and Fall 1984

Percent of Faculty Employed Part Time	Number of Districts	
	Fall 1983	Fall 1984
80% or more	1	2
70.0 to 79.9%	7	9
60.0 to 69.9%	28	30
50.0 to 59.9%	26	24
Less than 50%	10	7
Total	72	72
Statewide Percentage	58.2%	60.3%

Faculty Status	Weekly Faculty Contact Hours (WFCH)	
	Fall 1983	Fall 1984
Full-Time Faculty	244,762	235,750
Faculty Overload	24,110	24,630
Part-Time Faculty	116,749	122,063
Total	385,621	382,443
Percent Taught by Part-Time Faculty	30.3%	31.9%

Note: San Diego and San Francisco Community College Districts are counted as two entries since their adult center faculty are paid on a different basis than other faculty.

Source: California Postsecondary Education Commission staff analysis of Staff Data File, Chancellor's Office, California Community Colleges.

REFERENCES

(Included in these references are the Commission's earlier reports containing information on faculty salaries in the California Community Colleges.)

California Community Colleges Chancellor's Office. Staff Data File. Sacramento: The Chancellor's Office, April 1985.

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